

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 8th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



TRAVEL AND SUBSISTENCE PROVISIONS

FOR

**TREE TRIMMER (LINE CLEARANCE)
TREE TRIMMER
GROUNDMAN**

IN

**INYO, LOS ANGELES, MONO, ORANGE, RIVERSIDE, SAN
BERNARDINO, SANTA BARBARA, AND VENTURA COUNTIES**

AGREEMENT
BETWEEN
ASPLUNDH TREE EXPERT CO.
AND LOCAL UNION 47
OF THE INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, AFL-CIO

RECEIVED
Department of Industrial Relations

JAN 21 1999

Div. of Labor Statistics & Research
Chief's Office

4.19 Employees shall report to work dressed in suitable attire to perform their duties and shall be neat and clean in appearance.

4.20 All employees who drive the Employer's equipment shall have and maintain a valid Commercial Drivers License (CDL) which conforms to the Federal and/or State law and possess the necessary skills to drive a standard transmission vehicle. All new employees hired after (date of agreement), shall have 30 days from their date of hire to obtain a (CDL) and shall maintain such license at all times. The Employer shall be notified immediately by all employees if his/her driver's license is suspended or revoked.

Once the (CDL) has been obtained, then, in the case of future disqualification of an employee, the employee may be assigned to other work, if available.

The Employer will reimburse the employee for any extra fees in excess of a standard license, and for any costs required for a doctor's physical. (This payment will be made only after the employee completes their probationary period.) However, the total reimbursement shall not exceed seventy dollars (\$70.00), and will not be made more frequently than once every four years upon evidence that the employee has obtained the license.

4.21 All employees shall have and maintain an American Red Cross First Aid and CPR card. The Employer will furnish the instructor and the necessary materials for the course. The course will be conducted on the employee's own time.

4.22 All employees covered by this Agreement shall adhere to the prescribed disciplinary action program and substance abuse policy.

4.23 It shall be the responsibility of the Employer to ensure the safety of its employees and compliance by them with the established Employer's safety rules and standards.

4.24 The safety rules agreed upon shall be those in the Employers Foreman's Manual, and all safety letters and special bulletins sent from the safety and equipment departments.

4.25 Each crew shall hold a fifteen minute safety meeting each week during working hours.

4.26 It shall not be a condition of employment for an employee to maintain a telephone or use their personal automobiles or vehicles for the Employer's convenience.

4.27 Employees who use their personal automobiles for the Employer's convenience shall be reimbursed therefore at a rate of one (\$1.00) per hour, plus fuel. This reimbursement shall cover all cost associated with operating the vehicle, including the cost of insurance.